

ABSTRACT

RESEARCH PAPER: Perceptions of Critical Care Nurse Preceptors Related to Rewards,

Benefits, Support and Commitment to Preceptor Role

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Preceptors are frequently used to orient nurses to new roles in critical care units. Factors that enhance and sustain preceptorship models in critical care units have not been clarified. Specifically, more information is needed about critical care nurse preceptors' perceptions related to the preceptor role. The purpose of this study is to explore the inter-relationships among critical care nurse preceptors' perceived rewards, benefits, support, and role commitment. This study is a partial replication and extension of research conducted by Dibert and Goldenberg (1995) and Hyrkas and Shoemaker (2007). The random sample for the study is drawn from a national pool of critical care nurses who function as preceptors of new nurse graduates in critical care units ($n = 100$). The conceptual framework is Kanter's (1977) model of Structural Determinants of Behaviour in Organizations. Instrumentation for the correlational study included the Preceptor's Perception of Benefits and Reward Scale (Dibert & Goldenberg, 1995), the Preceptor's Perception of Support Scale (Dibert & Goldenberg, 1995), and the Commitment to the Preceptor Role Scale (Modway, Steers, & Porter, 1979). Findings of the study will add to what is known about preceptors' perceptions and may help guide the development of preceptorship programs in critical care units.